Transforming
the Future *Together*

NEW JERSEY COLLABORATING CENTER
FOR NURSING • ANNUAL REPORT

2022

Transforming the Future Together

*is dedicated to all the nurses and
other healthcare workers who provide care
for the residents of New Jersey.*

VISION:

*To be the dominant voice
on nursing workforce solutions
for New Jersey residents.*

Message *from the* Executive Director

Dear Colleagues:

In 2022, the New Jersey Collaborating Center for Nursing (NJCCN) celebrated our 20th anniversary. This gave us time to reflect on our past accomplishments and to recognize those that were pioneers and supporters of the Center. A full display of our 20th anniversary can be found on our website.

This past year we have continued to have many successes. These accomplishments would not be possible without our staff, partners, board and advisory members. NJCCN was awarded the IMPACT award from ONL/NJ which recognized the work of the Center. This year we testified on behalf of nurses on several bills that would address workforce challenges and improve access to care for NJ residents. The Center staff continue to disseminate research on nursing workforce through data reports and peer-reviewed journals.

As we look forward our focus is on recruitment and retention of nurses first and foremost. Our data report shows the high demand for nurses. We will continue to work with hospitals and other settings to provide an evidence-based nurse residency program through the NJCCN Nurse Residency Program. This is accomplished through the partial financial support of the NJDOL workforce development and apprenticeship office and our partnership with the USDOL. Currently we have 21 hospitals participating in the Vizient/AACN model for nurse residency. Other initiatives are underway to ensure all nurses have a transition into practice program.

We will continue to advocate for increasing student enrollment through increasing faculty across programs. Until we address the pipeline issues, we will not meet the demand for nurses across settings and roles. Retention of nurses also is an area of focus. NJCCN supports the work of the NJ-NEW which provides emotional support and resiliency strategies for nurses across the state. The NJAC work continues to focus on the priorities for NJ based on the Future of Nursing 2020-2030 report.

As we look ahead we will work to ensure a positive future for nursing and for the residents of NJ by addressing the workforce challenges.

VERY BEST REGARDS,

Dr. Edna Cadmus

Edna Cadmus, *PhD, RN, NEA-BC, FAAN*
Executive Director

Nurse Resident Coordinators

Nurse Residency

There are now 21 hospitals participating in the Nurse Residency Collaborative. Fourteen of those hospitals are receiving funding from the GAINS grant sponsored by the NJDOL and Workforce Development, Office of Apprenticeship. NJCCN has registered over 1,881 residents with a 12.9% turnover in the first year as compared to the national turnover of 27.7%. The Collaborative aims to increase the use of standardized, high-quality nurse residency programs across the state through the implementation of the Vizient/AACN Nurse Residency Program. Each month clinical coordinators and the NJCCN team meet to discuss best practices to recruit and retain new nurses.

"My first year as a nurse had a lot of ups and downs but was over all rewarding. The amount of growth I had over the first year of my nursing career was amazing. Being a part of the nurse residency program was essential for my growth from a nursing student to a new nurse. It was great to be able to come together with other nurses who were also just starting and being able to share experiences. It made you feel less alone knowing that others were feeling and experiencing similar things as you. I also had great support from the clinical nurse educators. I was able to go to them for questions and for advice. I am so glad I was able to take part in the nurse residency program!" Med-Surg/Telemetry

— **Grace** , Cooper Health

New Jersey Action Coalition (NJAC)

The New Jersey Action Coalition focused on strategizing and mobilizing four of the nine key recommendations from the National Academy of Medicine Future of Nursing 2020-2030 report. Dr. Nina Vaid Raoji was brought on to formalize work groups around each of the key recommendations and keep the momentum of the groups moving forward. The four areas focus on workforce issues, nurses emotional health and well being, APN full scope of practice, and addressing Diversity Equity and Inclusion and population health in nursing education. The groups continue to meet quarterly and are focused on planning out their deliverables within their scope of action for 2023. Dr. Raoji continues to engage relevant stakeholders like Amazon and J&J into the work. Dr. Raoji has also been working to re-energize the Tri-council of nursing program deans and directors, to bring a unified voice for nursing education in New Jersey.

Interactive Dashboard

NJCCN launched a series of interactive dashboards related to New Jersey's nursing workforce. The interactive data dashboard helps customize data related to the nursing demographics, nursing employment settings, nursing education and nurse retirement projects. Visit https://njccn.org/nursing-dashboards to utilize the NJ nursing interactive dashboards.

Support for NJ-NEW

NJ Nursing Emotional Well-being Institute (NJ-NEW) led by Jennifer Polakowski and Dr. Susan Salmond, marks its first year at NJCCN in addressing the emotional well-being of NJ nurses with key interventions. NJ-NEW's Virtual Schwartz Rounds (VSR) continues to be a pinnacle program with 61 sessions held, 121 nurse panelists sharing their story around current themes on self-care, resiliency and workforce with 4,300 nurses participating. The Stress First Aid (SFA) Train the Trainer model that supports peer-to-peer within an organization has engaged a total of 208 trainers in 85 organizations expanding beyond acute care to include higher education faculty, school nurses & community health organizations. NJ-NEW is piloting a peer to peer app and is spotlighting nurses on social media on their best practices for well-being. Please visit our website at www.njnew.org and follow us on Instagram, Facebook & Twitter #njnew15.

NJCCN Staff

Advocacy

NJCCN is working with Senator F. Vitale and Assemblywoman Pamela Lampitt on bill S2825/A4325 to appropriate $26.7 million to address nurse faculty shortages, transition into practice program support for new graduates, mandatory data collection, transfer of Certified Nursing Assistants to the New Jersey Board of Nursing and support for New Jersey Nursing Emotional Well-Being Institute.

NJCCN testified on Bill 4614/ S3547 that modifies the Nursing Faculty Loan Redemption Program to increase participation rates and offers student loan redemption up to $50,000 for full-time and part-time faculty.

The New Jersey Senate's Health, Human Services, & Senior Citizens Committee heard testimony on the Advanced Practice Nurse (APN) Bill S-1522/A2286. Access to care remains of concern for NJ residents.

Events in 2022: NJCCN 20th anniversary celebration, ONL NJ IMPACT Awards, NJ Rural Health Conference.

The New Jersey Collaborative was created from the vision of Dr. Geri Dickson.

Data Report

NJCCN's 2023 Nursing Data and Analysis report provides insight into New Jersey's nursing workforce supply and demand. Challenges in pipeline and workforce distribution along with high demand creates a critical moment for nursing and the public we serve. The data below creates a snapshot of workforce challenges.

Faculty Shortages 2020-2021	
LPN	20%
Diploma	5%
ADN	8%
BSN & Higher	4%

Turnover for 2021	
LPN	50%
RNs	24%
NPs	29%

New Jersey Nursing Demographics

RN Demographics 2021-2022	
RNs	173,153
Active	141,079
Work in hospitals	54%

LPN Demographics 2021-2022	
LPNs	29,328
Active	23,511
Work in LTC/Assisted Living	42%
Work in Home Care	19%

APN Demographics 2021-2022	
APNs	16,598
Active	13,581
Work in hospitals	44%
Work in Ambulatory Care	23%

Note: All percentages are based on survey respondents.

Retirement Projections

Retirement Projections do not address volatility in work environments based on impact of COVID-19 and other factors.

Intent to Retire by 2024	
LPNs	4%
RNs	6%
APNs	3%

Workforce Projections 2023-2025*	
LPNs Excess	9%
RNs Deficit	5%
APNs Deficit	2%

To view full report, visit https://njccn.org/nursing-workforce-supply-and-demand/
*Retirement Projections do not address volatility in work environments based on impact of COVID19 and other factors.

GRANTS

- NJCCN received its fourth GAINS grant from the New Jersey Department of Labor and Workforce Development to support nurse residents in acute care for 2023.

- NJCCN submitted a grant to the National Council of State Boards of Nursing (NCSBN) to develop a data visualization of the 2022 National Nursing Workforce Survey and work with all states to develop state-based policy and programmatic changes. (Awaiting outcome)

NJCCN Recognition

On December 2, 2022, the Organization of Nurse Leaders of New Jersey (ONL NJ) presented Dr. Edna Cadmus with the Distinguished Service Award and the Center with The Impact Award. The Impact Award is selected by the ONL NJ Board for individuals or organizations who have contributed to advocacy and leadership for nursing in NJ.

NJCCN Publications

- First Year Outcomes: Program Evaluation of a Statewide Nurse Residency Program has been published in JONA: The Journal of Nursing Administration in Vol. 52, No. 12, December 2022. (Edna Cadmus, PhD, RN, NEA-BC, FAAN and Michele Livich Roberts, EdD, RN, CNE)

- Nursing Home Patient Safety Culture Perceptions Among Licensed Practical Nurses will be published in the Journal of Nursing Care Quality: Available online in January 2023 and then published in the July/September 2023 issue. (Susan Weaver, PhD, RN, CRNI, NEA-BC; Pamela B. de Cordova, PhD, RN-BC; Arun Ravichandran, MS; Edna Cadmus, PhD, RN, NEA-BC, FAAN)

- Burnout and intent to leave during COVID-19: A cross-sectional study of New Jersey hospital nurses published in the Journal of Nursing Management Vol. 30, No. 6, September 2022 (Pamela B. de Cordova, PhD, RN-BC, Mary L. Johansen, PhD, NE-BC, FAAN, Irina B. Grafova, PhD, Suzanne Crincoli, MSN, Joseph Prado, BA, and Monika Pogorzelska-Maziarz, PhD, MPH)

- Nursing Activities and Job Satisfaction of the Licensed Practical Nurse Workforce in New Jersey in the Journal of Nursing Regulation in Vol. 13, No. 1, April 2022 (Susan H. Weaver, PhD, RN, CRNI, NEA-BC; Pamela B. de Cordova, PhD, RN-BC; Arun Ravichandran, MS; Edna Cadmus, PhD, RN, NEA-BC, FAAN)

Testimony on Bills: S2825/A4325 (top right), S3547/A4614 (top left) and S-1522/A2286 (bottom)

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NJCCN BOARD	REPRESENTING
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